

# EXTENSIONS OF REMARKS

## TRIBUTE TO REV. DONALD W. MORGAN

HON. BARBARA B. KENNELLY

OF CONNECTICUT

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mrs. KENNELLY. Mr. Speaker, I rise today to honor an outstanding individual, Rev. Donald Walker Morgan of Wethersfield, CT; who is retiring as the senior minister of the First Church of Christ in Wethersfield, CT. During his 18-year tenure as the spiritual leader of the historic Wethersfield Church which dates back to 1635. Reverend Morgan has significantly contributed to the growth of the church membership bringing it to over 2,800 members—the largest, fastest growing congregational-UCC Church in New England.

Born in Lexington, MA, Donald Morgan served in World War II as a member of a B-17 Flying Fortress bomber crew. For over 2 years, he was part of the 8th Air Force Division in Great Britain, and flew numerous missions over Germany. He then matriculated at Tufts University in Boston where he received a bachelor of science degree in clinical psychology. Reverend Morgan earned a master of divinity degree from the Union Theological Seminary in New York, and was ordained to the Christian ministry in 1953.

Since 1953, Reverend Morgan has served in churches in Northfield, VT; Litchfield, CT; Rutland, VT; and Lakewood, OH. In June 1978, Reverend Morgan accepted the senior minister position at First Church in Wethersfield, CT. Reverend Morgan brought new vitality and a dynamic vision reaching well beyond the confines of the historic colonial community. He expanded the services of the church by providing new ministries in a myriad of social and religious areas and hired professional staff to handle the administrative affairs of the church.

The Reverend Donald W. Morgan is currently chairman of Churches Uniting in Global Mission, a national movement of pastors and churches and is frequently a featured speaker at the Robert Schuller Institute for Successful Church Leadership. He is the author of "How To Get It Together When Your World Is Coming Apart," published in 1988, and "Sermons In American History," an acclaimed volume which addresses selected issues in the American pulpit from 1630 to the present. Reverend Morgan's ministry and church have been cited in two recent publications "How To Reach Secular People" by George Hunter, and "Good News From Growing Churches" by Robert Burt.

He is married to the former Alice Grace Gingles of Bowling Green, KY, a graduate of Wellesley College and Union Theological Seminary who had served until recently as the director of Caring Ministries at the First Church in Wethersfield, CT. They have 6 children and 13 grandchildren.

Reverend Donald Morgan is a nationally respected spiritual leader who with dedicated fortitude and vision transformed a colonial era church into one of the most dynamic, energetic religious institutions in New England.

Having participated in a service or two at First Church, I can attest to the great works of Reverend Morgan and the impact he has had on the lives of those in his congregation and community. His calling to First Church was fortunate for the church community, the town of Wethersfield, the greater Hartford region and the State of Connecticut.

We recognize his achievements. We have learned from his example. He has touched the lives of many in so many ways. We sincerely extend our wishes of gratitude and wish him the best upon his retirement.

## TRIBUTE TO DR. NEAL R. BERTE

HON. SPENCER BACHUS

OF ALABAMA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. BACHUS. Mr. Speaker, Birmingham-Southern College in Birmingham, AL, one of the Nation's top liberal arts colleges, is observing the twentieth anniversary of Dr. Neal R. Berte as its President. Dr. Berte came to Birmingham-Southern on February 1, 1976 from the University of Alabama, where he was the Vice President for Educational Development and the Dean of the New College. Under Dr. Berte's two decades of leadership, Birmingham-Southern College has seen its enrollment more than double, its students' test scores rise to among the highest in the Southeast, its faculty size which includes some of the finest scholars in the country, increase more than 60 percent, its endowment grow from fourteen million dollars to more than eighty-two million dollars, the construction of seven new buildings with more planned, and its graduates accepted to the nation's top medical and law schools at rates far exceeding the national average. These achievements have not gone unnoticed. Respected publications such as U.S. News and World Report, Money, and The Princeton Review consistently name Birmingham-Southern College as one of the country's outstanding liberal arts colleges. Dr. Berte's untiring dedication to education has been recognized by many organizations, including the American Council on Education, which named him one of America's Leaders in Higher Education, and the Council For Advancement and Support of Education, which selected him as one of the 100 Most Effective College Presidents. Dr. Berte is also a respected civic leader in Birmingham who is dedicated to improving the quality of life for his city and state. He is chairman of Leadership Birmingham and the Birmingham Business Leadership Group, which is made up of the chief executive officers of 45 of Birmingham's largest businesses. Dr. Berte has served as chairman of the Birmingham Area Chamber of Commerce, and campaign chairman and president of the United Way of Central Alabama. For his civic and community leadership, he has received many honors, including being named Birmingham's citizen of the year and being inducted into the city's Distinguished Gallery of Honor. Working with Dr. Berte dur-

ing his 20 years at Birmingham-Southern College is his wife, the First Lady of Birmingham-Southern, Anne Berte, a tireless civic and community leader in her own right. I want to congratulate Neal and Anne Berte on the outstanding job they have done at Birmingham-Southern College during the past 20 years, and I wish them continued happiness and success in the years to come.

## TRIBUTE TO CHARLES-RUSSELL'S 25TH ANNIVERSARY

HON. ESTEBAN EDWARD TORRES

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. TORRES. Mr. Speaker, on April 28, 1996, Charles-Russell International will gather its 150 employees, well wishers and followers to celebrate 25 years of creative hairstyling and entrepreneurship. The vision toward new trends in hair styling and hair care can be credited to a man arriving on the American scene some three decades ago.

Born in Leicester, England in May 1938, Edward Joseph Russell Breakwell earned his stylist stripes in the hairdressing industry as an apprentice to Steiner's of Mayfair, in London. At 21 years of age he owned his first salon and traveled as a guest lecturer to the United States. Impressed by the country, he moved to the Washington, D.C. area and worked for the Vincent and Vincent chain of salon, eventually acquiring one of them. Later, he entered into a joint venture with another businessman, Charles Morra, and together they established the first Charles-Russell salon on Quaker Lane in Alexandria, VA.

Today, the Charles-Russell enterprise consists of 12 salons throughout the Washington, D.C. metropolitan area. The joint venture between Charles and Russell has contributed greatly to the economic development of the community, including restaurant ownership and a major construction company, C-R Properties.

There is much discussion nowadays about immigrants coming to the United States and the myth that they take from our society and our social safety net. To the contrary, the hard work and contributions of Charles-Russell, has added to the wealth of this country and has translated into careers and the well-being of many families. Russell Breakwell epitomizes this vision and contribution to our society.

Russell Breakwell today, is an American citizen who participates not only in the business arena, but in the civic affairs of his community in Lake Barcroft, VA. He is married to the former Laurie Jones, who along with their 5-year-old child, Charles, reside in Lake Barcroft and the Florida Keys. A source of much pride and father-son kinship 22-year old Alexander Breakwell is following in this father's footsteps as a hairdresser at Charles-Russell.

• This "bullet" symbol identifies statements or insertions which are not spoken by a Member of the Senate on the floor.

Matter set in this typeface indicates words inserted or appended, rather than spoken, by a Member of the House on the floor.

Mr. Speaker, I ask that my colleagues here assembled join me in saluting Charles-Russell International for its spirit and vitality as a progressive employer. It is fitting that on its 25 anniversary Charles-Russell plans to announce an innovative salary and employee health benefit plan. The company is to be praised for rewarding and motivating hard work and loyalty among its many employees.

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### DON'T REWRITE HISTORY!

HON. DAN BURTON

OF INDIANA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. BURTON of Indiana. Mr. Speaker, much has been said in the U.S. Congress regarding events in the eastern part of the Ottoman Empire toward the end of World War I. Yet I urge my colleagues to consider all sides and not rush to judgment.

Many of my colleagues condemn Turkey and its predecessor, the Ottoman Empire, for perpetrating genocide against its Christian Armenian population 80 years ago. Genocide is the most heinous of crimes, and before we make such charges, we should be absolutely certain of the facts.

Many of our Nation's renowned historians and academics specializing in Ottoman history tell us that the events in question require more scholarly study. Historical evidence does not justify the genocide charge. While it is not disputed that Armenians died in eastern Anatolia during the period from 1915–1922, over 2 million Turks and other non-Christians also died. Although many died as a result of intercommunal fighting, many more died because of starvation and epidemic disease.

No reasonable person can dispute the unfortunate events in eastern Anatolia some 80 years ago. But do we dare ignore the deaths of 2 million non-Christian people, many at the hands of Armenian revolutionary groups who had allied themselves with Russian forces which were invading Ottoman land for territorial gains?

Ottoman responsibility lies in the Empire's inability to protect its civilian population, Christian and Moslem alike, from threats of wide-scale fighting, famine, and disaster.

There is little to be gained from inflaming past animosities, which are invariably grounded in the complex political and military dynamics of the time. It is far more productive for all parties to look toward the future. Armenia and Turkey would only benefit from improved relations. Turkey was among the first countries to recognize Armenia upon its secession from the Soviet Union. Just after taking office, Turkish Prime Minister Mesut Yilmaz emphasized Turkey's readiness to develop close relations and cooperation with Armenia in every field once the Nagorno-Karabagh conflict is resolved. He also expressed his government's determination and willingness to open the border posts with Armenia once the declaration of principles is reached between Armenia and Azerbaijan regarding the settlement of the conflict. Armenian President Ter Petrosian, while addressing the Association of Armenian Manufacturers and Businessmen last March noted Turkey's importance as an economic partner for his country, referring to Turkey as Armenia's shortest path to the outside world.

The U.S. Congress should encourage progress in Turkish-Armenian relations. Any efforts which would hinder these developments inevitably threaten Armenia's economic viability.

Western interests are served through the stabilization of the Caucasus. The Caspian Sea region contains oil and gas reserves second only to the Middle East. A pipeline passing from Azerbaijan through Armenia and Turkey to markets in the West would not only create an important alternative energy source for the West, but also would create necessary conditions for economic growth and development for the region. Commercial cooperation would lead to enhanced relations. By providing economic strength, this pipeline would also ensure the independence of new states, and would help bolster democracy and democratic institutions.

Mr. Speaker, now is the time for all states in the Caucasus, Muslim and Christian, to put their differences behind them and work together for a prosperous future. I urge my colleagues interested in stability in the Caucasus to oppose any efforts to undermine regional cooperation.

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### TRIBUTE TO RAY LUJAN

HON. ROBERT A. UNDERWOOD

OF GUAM

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. UNDERWOOD. Mr. Speaker, on Friday, March 22, 1996, a happy outing at the beach ended in tragedy and grief for a father and his two young sons. The father, a surfing enthusiast, brought along his sons, aged 3 and 5, to Talofofo Bay, one of the most popular surfing spots in my home district, Guam. Since the water was rough that day, many surfers were drawn to the bay. The two boys played at the water's edge while the father challenged the waves on his surfboard.

Sometime after lunch, several people noticed that the two boys were gone. Their father was still surfing, but the boys were nowhere in sight. Word soon spread along the beach that two small boys were missing, and a search began. Police and Fire Rescue were called, and the search widened. At approximately 2 p.m. the 3-year-old was found floating face down in the water. He was unresponsive, but was later revived and transported to the hospital. The search for his older brother continued until nightfall and was resumed at daybreak the next day. The body of the 5-year-old was recovered just before 9 a.m.

As islanders, the people of Guam are particularly sensitive to water-related tragedies such as this, especially when they involve children and youngsters. This incident received considerable media attention from the initial call for help to the discovery of the second little boy's body the next day. News accounts credited an unidentified surfer with the rescue of the first little boy.

I wish to share that surfer's name because he truly is a lifesaver and merits this recognition. Mr. Speaker, Mr. Ray Lujan is well-known within Guam's surfing community, but he is not one to seek publicity for himself or sing his own praises. He much prefers the sun on his back and a good wave under his surfboard. During the many years that he has spent pur-

suing the waves, Mr. Lujan has witnessed many water-related tragedies. To his credit, many of the near tragedies are just that, because Mr. Lujan got involved. He has rescued swimmers who were swept over the reef. He has pulled drowning swimmers and surfers out of the water and brought them safely back to shore.

In this incident, Mr. Lujan not only discovered the 3-year-old. In a desperate bid to keep death from claiming a victim, he also performed mouth-to-mouth resuscitation on the little boy, even though he has had no prior training. Today, that little boy is alive and well on his way to a full recovery. The Guam Fire Department has since nominated Mr. Lujan for an award recognizing his admirable and selfless contribution to the rescue of this young boy.

Mr. Speaker, I take great pride and pleasure in praising Mr. Ray Lujan and in commending him for being a valuable member of the Guam community. I am confident that Mr. Lujan's humanitarianism will remain forever as deep as his enthusiasm for surfing.

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### TRIBUTE TO THE WINNERS OF THE STICKNEY POST, AMERICAN LEGION ORATORICAL CONTEST

HON. WILLIAM O. LIPINSKI

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. LIPINSKI. Mr. Speaker, I would like to pay tribute to two outstanding young women from Edison School in Stickney, IL, who were the winners in the American Legion, Stickney Post's Sixth Annual Oratorical Contest for eighth grade students.

Sarah Ellen Jones received a medal and a check for \$50 for her oration on the duties and obligations of a citizen under the U.S. Constitution and Bill of Rights, Sara Chapin, the runner-up, received \$25. Other participants in the contest were Allen Aguilar and Gregory Bizarek of Home School in Stickney and Julie LaPointe and Jacqueline Galvan of St. Pius X School in Stickney.

Mr. Speaker, I congratulate these fine young people for participating in this important exercise in civics and wish them continued success as they develop into the leaders of the future.

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### A TRIBUTE TO CAROL BERGER, A QUEENS ACTIVIST AND CIVIC LEADER

HON. CHARLES E. SCHUMER

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. SCHUMER. Mr. Speaker, I rise today to honor and pay tribute to Carol Berger for her leadership in spearheading community activism and civic volunteerism throughout Kew Gardens, NY. Carol has worked tirelessly to improve the quality of life in numerous neighborhoods, often doing more than what was needed to successfully serve her community. I have always admired the civic-minded spirit that has thrived in Queens and feel especially proud of Carol for energizing community participation that has established Kew Gardens

as one of the most desirable areas in New York.

The parents, students, teachers and principals that live in and around Kew Gardens are particularly familiar with Carol's volunteer work in strengthening neighborhood schools like P.S. 99, J.H.S. 190, and the Hillcrest High School. Carol has also held several leadership positions in local school boards, such as the Queens Confederation of High School Parents Associations where she served as president and the Citywide Confederation of High School Parents Associations as Chair. She also served as Chair of the Forest Hills Adult Education Systems Advisory Council and Secretary of the Citywide Adult Education Association.

Her commitment and remarkable understanding of the parent/teacher partnership has done much to establish Queens schools as first-rate. However, even after a long period of serving community schools, Carol continued her local activism through the Kew Gardens Civic Association. She is well-known almost everywhere in Queens for inspiring a sense of honor and duty in every neighborhood. Our city owes enormous gratitude to Carol's fearless leadership and indomitable will to make Queens a better place to live. On behalf of the people of Kew Gardens, I congratulate her for her outstanding community work.

#### THE FAMILY AND MEDICAL LEAVE ACT

HON. GEORGE R. NETHERCUTT, JR.

OF WASHINGTON

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. NETHERCUTT. Mr. Speaker, today I am introducing a bill to correct a provision in the Family and Medical Leave Act that imposes an inequity on married couples working for the same employer.

I first learned about the need to change section 102(f) of the Family and Medical Leave Act from a constituent who directs human services for a small business in the fifth district of Washington. My constituent was approached by two couples, one married and the other unmarried, who worked at her firm. Both couples were expecting a child and wanted to know how much family leave they were entitled to under the Family and Medical Leave Act.

The answer? Because of section 102(f), the unmarried couple was entitled to twice as much family and medical leave—24 weeks—as the married couple, which was limited to a total of 12 weeks to care for their newborn child. The only reason for this difference was that the Family and Medical Leave Act limits benefits for spouses—and only spouses—working for the same employer.

This section was included in the bill so that the Family and Medical Leave Act does not create a double burden on businesses that hire married couples or have employees who marry. However, the law does not similarly limit the leave entitlement of siblings or unmarried couples working for the same employer even though they may also require simultaneous leave periods. This discrepancy creates an inadvertent "marriage penalty" in the Family and Medical Leave Act.

When the Department of Labor asked for comments on this provision, several respond-

ents reacted unfavorably. According to the introduction to the final family and medical leave regulations,

Several commenters took issue with the reasoning for limiting leave entitlements for spouses employed by the same employer. Two individuals opposed the limitations as being *discriminatory against spouses*. . . . [T]he regulations provide no guidance in connection with siblings employed by the same employer. *The Society for Human Resource Management noted that two employees living together but not legally married can each take 12 weeks for the birth or placement of a child, and recommended revising the regulations to provide that the 12-week-total limitation would also apply where both parents of a child work for the same employer.* (emphasis added).

The legislation I have introduced addresses the concerns of my constituent and the experts who reviewed the regulations issued by the Department of Labor. My bill corrects this marriage penalty by applying the same 12-week limitation to siblings and to both married and unmarried parents. As in the current law, this limitation applies when leave is available for the birth or adoption of a child or to care for a parent. This legislation is a positive step toward improving our Federal workplace laws and I urge my colleagues to support it.

#### IN MEMORY OF HAROLD F. OGDEN

HON. FRANK R. WOLF

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. WOLF. Mr. Speaker, I have the sad duty to report the passing last month of a remarkable American patriot, Harold F. Ogden, of Fairfax, VA, who died on March 14 at the age of 98.

Harold Ogden, a retired colonel in the Army reserve, was a native of Melrose, MA and had lived in the Washington, DC., area since 1946. He began his military career with the 1st Cavalry of the Massachusetts Volunteer Militia in 1916. The following year, he took part in the punitive expedition against Pancho Villa in Mexico. He was called to active Army duty for World War I service in Europe as a motorcycle courier, then served in the army of occupation in Germany.

He retired from the Army as a captain in 1926 and worked as a construction engineer in Melrose before being recalled to active duty as a major near the outbreak of World War II. During the war, he served in the United States, Europe and the Middle East before retiring in 1946. He retired from the reserves in 1955.

I will always remember Colonel Ogden for his devoted service to the American Legion, which he served for 74 years, and the opportunities I had to participate with him in wreath laying ceremonies in the 10th District of Virginia to honor our Nation's veterans on Veterans Day. He never aspired to high office in the American Legion, but he served when called and was a past commander and chaplain emeritus of Unknown Soldier Post 44 in Arlington, VA; chaplain emeritus of the Virginia Department of American Legion's 17th District. He also held and committee posts for the department of Virginia including serving on the finance committee and chairing a Legion beautification project in Arlington.

He was a member of the La Societe of the Forty & Eight and served Voiture Locale 934 offices up to and including Chef de Gare, and was chaplain emeritus of both Voiture 934 and the Grande du Virginia.

In 1991, Colonel Ogden was among the World War I veterans that took part in special memorial services in France in remembrance of the American Expeditionary Force. He had been decorated with the Silver Star during the War and received the French Croix de Guerre at the memorial service.

Mr. Speaker, we honor the memory of Harold Ogden and the devoted service he gave to this Nation and send our sympathies to his wife Ruth Ogden of Fairfax, his children and grandchildren.

#### EARTH DAY TRIBUTE TO CHESAPEAKE BAY ALLIANCE

HON. WAYNE T. GILCHREST

OF MARYLAND

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. GILCHREST. Mr. Speaker, in recognition of the nationwide celebration of Earth Day, I would like to pay special tribute to the Chesapeake Bay Alliance, a group of dedicated men and women who for 25 years have sought to leave this planet just a little bit better than the way we found it.

The Alliance has proven that when Americans feel strongly about something—in this case the health of the Chesapeake Bay—all they need to do is work together for the common good.

It brings together businesses, citizen groups, industries, farmers, environmentalists, scientists, government leaders, and others, to achieve the mission of restoring and preserving the Chesapeake Bay.

Whether it's through their public policy program, which encourages public participation in restoration strategies, their information services program, which helps educate all of us about the Bay, or the watershed restoration program, involving hundreds of volunteers who take a hands-on approach to restoring this unique ecosystem.

For 25 years, the Chesapeake Bay Alliance has served as a model of how citizens can work together and make a difference. I hope we can look forward to many more years of their dedicated service.

#### MITSUBISHI MOTORS STILL DOESN'T GET IT—PROTESTING THE EEOC SUIT DOES NOT DEAL WITH SEXUAL HARASSMENT

HON. TOM LANTOS

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. LANTOS. Mr. Speaker, like many of my colleagues I was both amused and appalled by the actions yesterday of the Mitsubishi Motor Manufacturing of America. In response to a suit filed by the U.S. Equal Opportunity Commission [EEOC] alleging sexual harassment of female workers at its Normal, IL, manufacturing plant, Mitsubishi chartered 59 buses to carry employees of the company plant in

Normal to Chicago, where they held a protest rally outside the EEOC office there. Mitsubishi not only paid for the buses, they also closed the assembly line for two full shifts, they paid regular salaries to those workers who made the trip to Chicago, and they provided lunch for the protesters.

Mr. Speaker, this is not the way we in the United States settle discrimination suits. Under the rule of law, these issues are decided upon in a court of law based upon their merits. The EEOC is a Federal agency entrusted with enforcing our country's laws against discrimination based on race, sex, religion, age, etc. That agency takes seriously those responsibilities, and it does not file frivolous lawsuits. A protest outside the EEOC's office in Chicago indicates to me that Mitsubishi's legal case must be particularly weak. In addition, a rowdy protest does not strike me as doing anything to resolve the serious legal issues involved here. It may, however, be beneficial to the careers of the American managers of the Normal plant.

Second, Mr. Speaker, this protest strikes me as a tactic to pressure the workers at the Mitsubishi plant to oppose the EEOC suit. Those who went to Chicago to protest against the sexual harassment suit publicly signed a list to indicate their intention to go to Chicago. Those employees who chose not to go were forced to appear at the factory in order to be paid. Clearly the way in which that protest was organized put intolerable pressure on Mitsubishi employees. Such pressure tactics against its employees should be firmly condemned.

Third, Mr. Speaker, based on some of my own activities here in the Congress, there is sound basis for concern about the real possibility of sexual harassment in this case. For 6 years during the 100th through the 102d Congresses, I had the privilege of serving as Chairman of the Subcommittee on Employment and Housing of the Government Operations Committee. During that period of time I held a series of hearings on "Employment Discrimination by Japanese Firms in the United States" (July 23, August 8, September 24, 1991, and February 26 and June 18, 1992). We found a pervasive pattern of lack of sensitivity to issues of discrimination by a number of Japanese firms. Among our very serious concerns was strong evidence of sexual discrimination.

What our hearings found was a surprising and very disturbing insensitivity on the part of Japanese management to American laws and American practices against sexual harassment and against sexual discrimination. Mr. Speaker, these practices by Japanese management were exposed and in some cases changes were made by the firms involved, but I would be surprised indeed to find that these problems have been eliminated completely. Clearly if the EEOC charges are true, it reflects a serious lack of sensitivity on the part of Mitsubishi management, and that management has the responsibility to see that sexual harassment does not take place at its plant.

Mr. Speaker, I commend the EEOC for its vigilance in dealing with these serious charges, and I urge the Commission to move forward. These charges should be completely aired and resolved through our legal system. I also urge the management of Mitsubishi to put aside its tawdry and counterproductive public relations tactics and respect the rights of its own workers.

JEWISH WAR VETERANS, NEW JERSEY DEPARTMENT CELEBRATES CENTENNIAL ANNIVERSARY

HON. FRANK PALLONE, JR.

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. PALLONE. Mr. Speaker, this year, 1996, the Jewish War Veterans of the United States of America is celebrating its 100th anniversary. As part of these nationwide commemorations, the Jewish War Veterans Department of New Jersey is having a military ball at the Officers Club, Gibbs Hall, Fort Monmouth, on Thursday, April 25.

The Centennial Journal being issued by the New Jersey Department in conjunction with this important anniversary is dedicated to the memory of Stanley J. Wides, past department commander and executive director. Thursday's event is also an opportunity to honor past national commanders.

Mr. Speaker, it is always a pleasure for me to pay tribute to the New Jersey Jewish War Veterans. The Jewish War Veterans is the oldest active veterans organization in the country, and it is an honor to work on behalf of their agenda and on behalf of those men and women who sacrificed so much to safeguard our freedoms here at home and to make the world safe and free for future generations. I wish them great success on tomorrow evening's ball at Fort Monmouth, and I look forward to continued partnership with this great organization with its long, distinguished and proud history.

TRIBUTE TO ALOIS VANA, RETIRED EXECUTIVE DIRECTOR OF THE BERWYN PARK DISTRICT

HON. WILLIAM O. LIPINSKI

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. LIPINSKI. Mr. Speaker, today I pay tribute to an outstanding gentleman from my district who has devoted himself to his community, Mr. Alois Vana, the retired executive director of the Berwyn, IL, Park District, who will receive the All Berwyn Committee's 1996 Merit Award April 26.

Mr. Vana, a Berwyn native who grew up across the street from one of the parks he would eventually oversee, joined the district as superintendent in 1958, and he served his community for 37 years before retiring December 31, 1995.

Mr. Vana, an Army veteran, also served as president of the Berwyn Kiwanis Club and United Way, and has contributed to many other charitable and civic organizations, including the West Suburban Council of the Boy Scouts of America and the Berwyn Tree Board.

Mr. Speaker, I congratulate Mr. Vana on receiving this honor from the All Berwyn Committee and wish him many more years of service to his community.

COMMENDING THE NEW YORK TIMES ON ITS EARTH DAY EDITORIAL

HON. GEORGE MILLER

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. MILLER of California. Mr. Speaker, I would like to bring the attention of my colleagues to the following Earth Day editorial which appeared in the April 22, 1996, New York Times.

This editorial correctly points out that the American public will not be fooled by the hollow illustrations of environmentalism displayed today in the districts of many congressional Republicans—the same Members of Congress who, over the past year, have consistently voted for legislation to repeal decades of environmental protection for our air, our water, and our public lands. Planting a tree, collecting litter or visiting a zoo today will do little to mask the year-long environmental assault orchestrated by the Republican Congress.

As noted in the editorial, the persistent Republican efforts to include antienvironmental riders on the appropriations bills for the Environmental Protection Agency and the Department of the Interior are most egregious. Although both of these bills have been vetoed by President Clinton, Republicans still insist on including many of the most offensive provisions in an omnibus budget bill to fund the agencies through the end of the fiscal year. Even Speaker GINGRICH has acknowledged that including objectional policy riders in appropriations bills greatly reduces their chances of eluding another Presidential veto. Today's Washington Post quotes the Speaker as estimating that the chances of passing a funding bill for the remaining agencies is "probably about 50-50" but that the odds improve if the contentious policy riders were removed and debated separately.

I commend the New York Times for its continually excellent editorials and note that the 1996 Pulitzer Prize awarded to Robert B. Stemple, Jr., for his editorials on environmental issues is richly deserved.

DEFENDING MOTHER NATURE

The television networks and cable channels are falling over each other to satisfy a growing public appetite for nature programming. An article in The Times last week noted that wildlife programs, once the preserve of the Public Broadcasting Service, have spread like mangroves to NBC, Turner Broadcasting, the Discovery Channel and Disney, among others. This is welcome news. Quite apart from the fact that such programming is of a higher order than most television fare, its popularity is further evidence of what the polls have already told us. Americans care about what is left of their natural resources and the threatened creatures who inhabit them.

Viewers would be equally well served, however, if television stole just a few minutes from the air time now devoted to wolves, wildflowers, sharks and salmon and trained its cameras on the denizens of the United States Congress, where a less inspiring show is taking place. Undaunted by a string of Presidential vetoes, heedless of public opinion and deaf to the pleas of their moderate colleagues, conservative Republicans and a few stray Democrats are pressing forward with their efforts to undermine the country's basic environmental laws.

There are many destructive proposals on the Congressional agenda, including several

bills that would transfer millions of acres of public land to state and commercial jurisdiction. But the most urgent example of bad legislation is an omnibus appropriations bill now under consideration in a House-Senate conference. The bill sharply reduces appropriations for the Environmental Protection Agency and the Interior Department and contains a dozen or so crippling anti-environmental riders. The worst of these riders would authorize increased logging in old-growth forests, reduce protection for the Mojave National Preserve, strip the Environmental Protection Agency of its power to protect wetlands and extend an earlier moratorium on any new listings of endangered plants and animals under the Endangered Species Act.

The listings rider should be of special interest to the viewers of those nature programs. Under law, the Interior Department cannot act to preserve the habitat of an endangered species unless it is listed as such. Among the 250 species that scientists think are dangerously close to extinction, but cannot now be listed by the department's Fish and Wildlife Service, are three that occasionally pop up on TV—the Florida black bear, the Atlantic salmon and the Mexican jaguar. Unless Congress comes to its senses, these and other creatures may survive only on celluloid.

Today marks the 26th anniversary of Earth Day. In full knowledge of that, House Speaker Newt Gingrich recently formed a 77-member Republican environmental task force. Although 36 members of this task force earned "zero" ratings from the League of Conservation Voters for their routine support of anti-environmental legislation, many of them are likely to spend the week planting trees, visiting zoos and striking friendly poses next to recycling bins. But the best thing Mr. Gingrich could do for his country and his party would be to recognize that what counts here is content, not imagery—and remove those riders from the appropriations bill.

#### TRIBUTE TO JACK ELLIS

HON. DAVID E. BONIOR

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. BONIOR. Mr. Speaker, I proudly rise to pay tribute to a distinguished educator and a good friend, Mr. Jack Ellis. Jack is the music director at Lakeview High School in St. Clair Shores and was recently named as the Michigan Band/Orchestra Director of the Year.

I have known Jack for many years and he richly deserves the honor bestowed upon him. As in the hit film, Mr. Holland's *Opus*, Jack has been inspiring aspiring musicians and sharing his love of music for years. As one of his many talented students says, "[Jack] knows his music, but he teaches it in a down-to-earth way \* \* \* He's humorous and he puts things at a level where we can understand it have fun."

It is obvious that his students "understand" because Lakeview's band and orchestra have received numerous awards and honors under Jack's tutelage. The band was Michigan's representative at the re-lighting of the Statue of Liberty and they have received many division one ratings at district festivals.

"Mister E," as Jack is fondly known by his students, makes sure to give all his students the individual attention they need. One thing I know he is proud of is the fact that he has

never turned a student away. As Jack says, "Not everyone has the gift of music. But if they've had a desire to be a part of this program, then we've found them a place."

While Jack also teaches honors European history and world studies, his passion is music. He says that the lessons learned in music cannot be gotten anywhere else. The discipline and cooperation required to create music brings diverse students together in a setting seldom found in any other subject or extracurricular activity. It is obvious that the harmonies created in Jack Ellis' class go far beyond what is merely heard by the ear.

Jack's wife Joellyn is also an award-winning teacher. She was honored as Lakeview Public School's Elementary Teacher of the Year. The students at Ardmore Elementary and Lakeview High School are lucky to have such gifted teachers and I am pleased to recognize their contributions. I commend both of them for their educational and civic contributions.

I congratulate Jack Ellis for the recognition he received from the State of Michigan and I urge my colleagues to join with me in thanking him for his work. He is proud to be a music teacher and he richly deserves being named Director of the Year.

#### IN TRIBUTE—NATIONAL CRIME VICTIMS' RIGHTS WEEK

HON. ILEANA ROS-LEHTINEN

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Ms. ROS-LEHTINEN. Mr. Speaker, I rise today to join with countless Americans who are staunch supporters of the rights of victims of crime. This is National Crime Victims' Rights Week. Almost any daily newspaper you read will have front page headlines that scream out accounts of violent acts perpetrated against a host of victims. Readers are bombarded by statistics on murders, armed robberies, rapes, gang violence, domestic violence, drugs and much, much more. Where are the stories about the victims of those crimes? When is the last time that you read an account of the impact of a victim's statement on the outcome of a legal proceeding? All too often, victims are the last thought of while the criminal is protected by a long list of rights.

Those who work on behalf of victims of crime rarely receive the recognition that they deserve. Advocates come from all walks of life. Some are professionals, people who try to make a difference. Most, however, are volunteers who give selflessly of their time, energy and talents.

They are tireless; they are insistent; they are creative.

Along with my husband, Dexter Lehtinen, I worked on placing the protection of victims' rights in Florida's Constitution and then pressured the agencies to implement the provisions.

National Crime Victims' Rights Week is a time of reflection and a call to action. As an example of what a concerned community can achieve, I would like to share with you just a few of the accomplishments of victims' rights advocates from the Miami area. In selecting just a few examples, I salute the work of these individuals. But more importantly, by exten-

sion, I would like to pay tribute to all to have taken up this cause.

Victims themselves are often the best advocates. They have turned their misfortune, their grieving toward some wonderfully positive activities. John Walsh, father of six-year-old Adam, was instrumental in the founding of the National Center for Missing and Exploited Children. He will never have Adam back, but Adam's spirit is alive through the Center.

Mr. and Mrs. Donald Ryce, grieving over the loss of their son, Jimmy, have stepped forward to share their message with anyone who will listen. They are working to establish a special training center at the National Center for Missing and Exploited Children which will be dedicated to educating law enforcement officers in how to investigate these sensitive cases, as well as bettering coordination among all our law enforcement agencies.

Mr. and Mrs. Luis Melendi lost their daughter, Shannon, over 2 years ago. Shannon disappeared from a softball field near the campus of Emory University in Atlanta, GA, and has not been heard from since. The Melendi's have taken their case to the public, pushing for stronger measures to prevent known criminals from victimizing others.

Potential victims can help themselves before they become victims. Taking a proactive approach, the Miami Junior League, in conjunction with AT&T, is collecting used cellular telephones in order to give them to women at risk of domestic violence. The phones will be preprogrammed with access to 911, so that help can be summoned immediately in case of attack.

These examples highlight just a few of the many, diverse ways in which victims can assert their rights. I would especially like to highlight the work of Howard Greenstein, the Director of the Dade County Department of Justice System Support, who has been a staunch defender of victims' rights for years. May these individuals and their organizations have great success; may their creativity be encouraged and supported. May we remember the victims.

#### SIKH INDEPENDENCE DAY

HON. PHILIP M. CRANE

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. CRANE. Mr. Speaker, I rise today to congratulate the Sikh nation on the 297th anniversary of its founding, Vaisakhi Day, which occurred this past April 13. We join in celebrating the heritage of these courageous people.

On this Vaisakhi Day, the Sikh nation struggles to secure the blessings of liberty which we in America and most the Western World enjoy. Sikhs have long supported the idea of freedom for all people. As a free nation, it is our duty to help them live in freedom in their own country.

The Sikh nation's heritage of freedom most recently manifested itself on October 7, 1987, when the Sikh nation declared the independence of the Sikh homeland, Khalistan. Sikhs had previously ruled themselves from 1710 through 1716 and again between the years of 1765 and 1849. When Britain left the subcontinent in 1947, the Sikh nation was one of only

three nations granted power. The Hindu leaders of India assured the Sikhs that they would enjoy the glow of freedom and that no law affecting their rights would pass without the consent of the Sikh nation, and on that basis the Sikh leadership joined with India. But as soon as India achieved its independence, its repression of the Sikhs began.

I am proud to have been among the members of this House who have helped to publicize these cases, such as the September 6 kidnapping of Jaswant Singh Khalsa. Concerned Members of this House have helped bring to light reports by Amnesty International, Human Rights Watch/Asia, and other human rights groups which provide a mountain of evidence of India's genocide and tyranny against the Sikhs and others. We will continue to raise our voices for the freedom of the Sikhs, the Kashmiris, the Nagas, the Assamese, the Manipuris, the Dalits, and others. Freedom is the universal birthright of all mankind. On Vaisakhi Day, let us join the Sikh nation in recommitting to the cause of freedom.

I believe the Sikhs should have the right to and opportunity for self-determination, and they should be allowed to decide the question of independence in a free and fair vote. To help accomplish this goal, I hope my colleagues will cosponsor H.R. 1425, which will halt all United States developmental aid to India until the President certifies that India is respecting human rights. To further explain this need, I am inserting for the record a letter from Dr. Gurmit Singh Aulakh, president of the Council of Khalistan. In celebration of Vaisakhi Day, I hope my colleagues will read his letter and will cosponsor H.R. 1425.

VAISAKHI DAY MESSAGE TO THE SIKH NATION  
ON THE BIRTHDAY OF THE SIKH NATION, RE-  
COMMIT TO A FREE KHALISTAN

Dear Khalsa Ji: It is Vaisakhi Day again, the 297th anniversary of the Sikh nation. We celebrate our Sikh identity and the courage of the Sikh nation. On this occasion, we must remember our heritage: Khalsa Bagi Yan Badshah: Either the Khalsa is in rebellion or it is a ruler. We have been enslaved by the brutal genocide of the Indian tyrants for too long. It is time to renew our commitment to free the Sikh nation by starting a shantmai morcha to liberate Khalistan. Only a free Khalistan will insure that the Sikh nation can live in freedom, security, peace, and dignity.

Elections are scheduled to be held on April 27th. Simranjit Singh Mann has filed to challenge S.S. Barnala in Sangrur. We are to feel deeply betrayed by the Akalis shameful eagerness to fight elections under a government that has made every effort to destroy us as a nation. The Akalis have been fighting elections since 1950. What have they achieved? Are we any closer to freedom because of their desire to cow-tow to the Indian regime? It is clear that a nation-wide shantmai morcha is the only way to liberate Khalistan. The sooner we as a nation realize this, the sooner we will enjoy the fruits of freedom so long denied us. I ask the Khalsa Panth to remember that the Sikh nation won the Jaito morcha by peaceful means. We also liberated the Gurdwaras in the 1920s by peaceful means. Likewise, it is through peaceful means and the grassroots involvement of the Sikh nation that we will achieve freedom for Khalistan. The time is now to start a shantmai morcha. We must boycott the Indian government. Protest by the hundreds of thousands. Court arrest. Fill the jails. We cannot allow the Indian regime to deny us our sovereignty. Free Khalistan today?

India's tyranny continues to be exposed, hastening the inevitable breakup of India's bloody empire. The new video documentary "Disappearances in Punjab" shows a Punjab policewoman speaking about the brutality of the Indian regime. She says, "I joined out of patriotic sentiments, but what I saw, atrocities—including those against women—that I cannot bear. Women suffer much. Male officers torture them. They also rape detainees. Some who had been picked up were in the interrogation center. Then I read that they had been killed in an encounter. But I had seen them in detention." Here is a member of the Punjab police admitting that rape and torture is common? She also reveals that victims' legs were broken as part of the Indian regime's campaign of terror against the Sikh nation. According to the documentary, the Chief Medical Officer at Patti Hospiatl in Punjab, Khalistan admits that he provided quick, fraudulent postmortem reports to police so that the authorities could cremate the bodies of their victims, destroying any evidence of state-sponsored murder. "My example set the precedent in Punjab," the Chief Medical Officer says in the video. "Five minutes a postmortem, five minutes a postmortem." The modus operandi of the India police is exposed? This video, produced by a Hindu human rights activist, has blown the cover off India's genocide against the Sikh nation.

India has also been hit in print. On November 4, The Pioneer ran an article by Iqbal Masud called "The Bogus Peace of Beant and Gill." Masud reports that "the Beant-Gill duo committed mass incarceration and called it 'normalcy.'" He also writes about the case of Sarabjit Singh, who was brought in for an autopsy but found to be alive. The regime then killed him and brought his body back to the same hospital. "When I read that," writes Masud, "I said, Welcome to Super Nazi State."

The U.S. Congress continues to speak out for freedom for the Sikh nation. Recently, seven more statements were inserted into the Congressional Record. Members of Congress were vocal in their support for the liberation of Khalistan and exposed India brutal history of human rights abuses against the Sikhs. Members of Congress also strongly supported two bills, H. Con. Res. 32 and H.R. 1425 which would respectively recognize the Sikhs nation's right of self-determination and cut off U.S. development aid to India until human rights are observed. These Congressional statements are covered in the April 5 issues of India Abroad, News-India Times and Navjyoti, a Hindi language Indian newspaper.

Within Khalistan, human rights activist continue to raise their voice about Indian repression. A group of human rights activists have written to Indian President Sharma "to point out that the rule of law is yet to be restored to Punjab. Examples like the disappearance of human rights activist S. Jaswant Singh Khalsa are continuing. There is an urgent need to carry out a census under the supervision of UNO, on illegal killings and disappearance as these may be over a hundred thousand," these activists wrote. Amnesty International has also issued two recent reports on Indian repression. Amnesty points out that it is routine for people to be arrested for their political views, that preventive detention is widespread, torture "remains endemic," and "disappearances" are rampant. These are just a few examples that show that awareness of India's repression of the Sikh nation is rising.

I urge all Sikhs to renew their commitment to the liberation of Khalistan. A shantmai morcha is the only means by which we can reclaim our sovereignty. Indian's state terrorism will not deny the Sikh na-

tion the freedom to which we are entitled. If India could not suppress our struggle for freedom by killing over 150,000 Sikhs, kidnapping and murdering more than 25,000 young Sikh men, and holding over 70,000 Sikhs in detention under the expired TADA law, then how does it think that more repression will end our movement? Let us liberate Khalistan the way that India got its own freedom. Peaceful resistance is the only way to liberate Khalistan, and an independent Khalistan is the only way that the Sikh nation can live in freedom, security, and dignity.

On this Vaisakhi Day, the dawn of freedom in Khalistan is closer than ever. We look forward to celebrating Vaisakhi Day 1999, the 300th birthday of the Sikh nation, in an independent Khalistan where the glow of freedom shines brightly, bringing peace and prosperity to the Sikh nation and the South Asian subcontinent. On this Vaisakhi Day, let us recommit ourselves to this goal. Khalistan Zindabad.

Panth Da Sewadar,  
DR. GURMIT SINGH AULAKH,  
President, Council of Khalistan.

HONORING JAMES J. SWEENEY

HON. BILL BAKER

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 23, 1996

Mr. BAKER of California. Mr. Speaker, Moraga, CA, is a lovely city in the heart of my congressional district. It is a great place to live, work, raise a family, and develop a true sense of community with one's friends and neighbors. Moraga is the kind of place many Americans idealize as representative of the best small town virtues—except that in Moraga, these ideals are realities.

This year's Moraga Citizen of the Year is Jim Sweeney. The list of Jim's contributions to the Moraga community is remarkable. His two-term tenure as the town's mayor, his work with the Moraga Fire Protection District Board of Commissioners, his service with the Moraga Chamber of Commerce and the Hearst Art Gallery, and his involvement with a host of other organizations is the stuff of local legend. His faithful service is a tribute to his dedication to making Moraga the wonderful place it is.

Too often we fail to honor the people who care enough to make a decisive difference in our local communities. Jim Sweeney is such a person, and is richly deserving of recognition as Moraga's Citizen of the Year. After all, citizenship is about loyalty to the people and institutions that comprise a good and decent society. In so many ways, Jim Sweeney defines what true citizenship is all about. I am very pleased to recognize this outstanding American in the CONGRESSIONAL RECORD.

INTRODUCTION OF DEEP WATER  
OUTFALL TREATMENT SYSTEMS  
ACT

HON. CARLOS A. ROMERO-BARCELÓ

OF PUERTO RICO

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 23, 1996

Mr. ROMERO-BARCELÓ. Mr. Speaker, today I am introducing the Deep Water Outfall



Treatment Systems Act. The purpose of this legislation is to amend section 301(h) of the Federal Water Pollution Control Act. This bill would allow public agencies in Hawaii and the insular areas of the United States to apply, within a limited time period, for permits to construct new deep ocean outfalls for their wastewater treatment plants.

Under existing law territories and other insular areas of the United States are prohibited from constructing deep oceans outfalls for their wastewater treatment plants [WWTP's] that would: Protect the ocean environment, operate efficiently and save significant sums of money. The Environmental Protection Agency [EPA] is not allowed to accept new applications for waivers from secondary treatment requirements.

This bill intends to amend section 301(h) of the Clean Water Act would allow such applications, and authorize EPA to review new deep ocean outfall proposals pursuant to the current, stringent Clean Water Act standards for such outfalls. This bill does not alter the rigorous criteria for issuing a waiver nor does it override the judgement of EPA. The bill reflects the goal of both Congress and the administration to find innovative, alternative and less-costly ways to apply existing statutes without compromising the environmental objectives underlying existing law.

Many scientists and experts agree that plans to construct deep ocean outfalls at locations in certain States, including the territories of the United States, can provide the best environmental and economic alternative for wastewater treatment. The plans would not only preserve but would even improve the coastal environments where these discharges occur.

Under the 1977 Clean Water Act, coastal communities—mainland and island—were permitted a time-limited opportunity to apply for exemptions from secondary treatment requirements, if they met very stringent environmental standards for ocean discharges. Overall EPA has granted 39 waivers. All applications were required to be submitted to EPA by December 29, 1982.

Puerto Rico has proposed construction of a deep water outfall situated more than 300 feet deep and several miles from shore as an alternative to secondary treatment at the Mayaguez POTW. This would save the Government about \$65 million. Substantial scientific data gathered from similarly situated POWT's with deep ocean outfalls indicates that such methods can achieve the equivalent of secondary treatment standards or even better.

The evidence was so compelling in the instance of San Diego, CA, that Congress last year enacted and the President signed into law, legislation permitting EPA to consider a section 301(h) waiver application proposing a similar alternative to secondary treatment—withstanding that such waiver otherwise would be time-barred under the Clean Water Act. I believe we deserve the same opportunity to implement cost-effective alternatives and seek a section 301(h) waiver.

There are numerous precedents of such limited exceptions to the requirements of section 301. The municipal Wastewater Construction Grant Amendments of 1981 included a provision that extended the date under which section 301(h) waivers could be requested and specifically permitted the city of Avalon, CA, to receive such waiver. The Water Quality Act of

1987 included a specific exception for the Irvine Ranch Water District that permitted it also to file for a waiver after the deadline.

I especially urge my colleagues on the Committee on Resources and on the Transportation and Infrastructure Committee to consider this bill and its commonsense approach to the regulatory burden.

The proposed bill allows EPA to avoid the risk of requiring treatment for treatment's sake and from demanding expenditure of funds which could be better used to achieve additional water standards benefits elsewhere. It permits EPA to review new applications and proceed with the flexibility and latitude intended under the act. It would not require EPA to issue any waivers or modify the standards under which EPA considers such waivers. It allows certain States and the territories to apply to EPA under existing section 301(h) standards for modifications that best serve the marine environment and will at the same time, permit the implementation of wastewater treatment plans based upon sound science and technology that meet existing Clean Water Act standards.

This bill is limited and targeted, provides for an efficient process, does not modify existing standards and would be implemented by EPA only if environmental and economic objectives are accomplished. I am hopeful that it will receive favorable congressional action at an early date.

#### TRIBUTE TO THE MORTON HIGH SCHOOL GIRLS BASKETBALL TEAM

HON. WILLIAM O. LIPINSKI

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. LIPINSKI. Mr. Speaker, I rise today to pay tribute to the girls' basketball team of Morton High School in my district.

The squad recently won its first ever regional title in the Illinois State basketball tournament. In fact, this was the Morton team—boys or girls—to advance past the regional round of the playoffs since 1972.

Unfortunately, Morton's dream season ended with a defeat to perennial power Mother McCauley in the sectional semifinals last week.

Nonetheless, I congratulate the team and its first year coach John Molitor, for bringing home the regional championship and basketball pride to Morton High School.

#### IRANIAN BAHAIS FACE EXECUTION

HON. JOHN EDWARD PORTER

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. PORTER. Mr. Speaker, we just received the distressing news that the Supreme Court of Iran confirmed on February 18, 1996, the death sentences of Mr. Kayvan Khalajabadi and Mr. Bihnam Mithaqi. These two Bahais had been arrested without charge in April 1989 and sentenced to death on November 23, 1993, by the Islamic Revolutionary Court of Karaj for their religious activities. The ver-

dict had been appealed to the Supreme Court. If these men are executed, they will be the first Bahais executed since 1992.

Mr. Speaker, just last month on March 27 I stood here calling for the passage of House Concurrent Resolution 102, a resolution concerning the emancipation of the Iranian Bahai community. In calling for its passage, I said that there are disturbing signals that the repression of Bahais has increased during this past year. Unfortunately, I could have not been more right.

Mr. Speaker, since the fundamentalist Islamic regime took power in Iran in 1979, hundreds of Bahais, the largest religious minority in Iran, have been executed, and thousands have been imprisoned solely because of their religion. Because the regime does not recognize the Bahai faith, calling it a conspiracy and a heresy, tens of thousands of Bahais are today deprived of jobs, housing, schools, and other social services. Furthermore, it is common practice for Bahais to be denied pensions and food ration cards purely because of their religious affiliation. And what, you ask, could the Bahais possibly do that could justify this atrocious, asinine treatment? They simply ask to be able to peacefully practice their faith.

Intolerance, Mr. Speaker, is the trail of the backward, the ignorant, and the insecure. In Iran, intolerance of Bahais, people who threaten no one and who accede to legitimate, civil authority wherever they reside, defines not the Bahais, but the Iranian fundamentalists.

Mr. Speaker, Iran must continue to be ostracized from the community of nations until its conduct can begin to approach a respect for the basic rights of each human being to live, worship, and speak according to the dictates of his or her own conscience. We must continue to stand up and denounce each barbarous and inhumane action the Iranian regime takes. We must let Mr. Khalajabadi and Mr. Mithaqi know that the world cares about them and will not stand idly by in their time of need.

#### A TRIBUTE TO AMY COURNOYER

HON. PATRICK J. KENNEDY

OF RHODE ISLAND

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. KENNEDY of Rhode Island. Mr. Speaker, I rise today with the proud honor of announcing that Amy Cournoyer of the First District in Rhode Island is our State's winner for the Voice of Democracy broadcast scriptwriting contest. This past year, more than 116,000 secondary school students participated in the contest competing for 54 national scholarships.

The contest theme this year was "Answering America's Call". In Amy's script she discusses that the time has come for a new generation of leadership to cope with new problems and new opportunities. She explains how the elders are called on to pass on the wisdom that they have gained through experience to youth so that they will attain greater knowledge. This sharing of ideas between adults and adolescents brings about the virtue of understanding. In sum, if we want to truly answer America's call and create a better country, we must better ourselves.

Mr. Speaker, I extend to Ms. Cournoyer my heartfelt congratulations and ask that Ms.

Cournoyer's winning script be inserted into the CONGRESSIONAL RECORD. Finally, I also want to thank Amy for helping us to recognize today's youth and all that they have to offer to our country and its future.

"ANSWERING AMERICA'S CALL"

1995-96 VFW VOICE OF DEMOCRACY SCHOLARSHIP PROGRAM, RHODE ISLAND WINNER: AMY COURNOYER, POST 2274, ASHTON, RHODE ISLAND

America is not simply "calling" each one of us. It is yearning, urging, and persistently imploring. Its concerns echo in the halls of schools across the country. After all, youth is the essence of this country, for it is the collaboration of new ideas that have maintained America's longevity. If I may borrow a quote from John F. Kennedy, "It is time for a new generation of leadership, to scope with new problems and new opportunities. For there is a new world to be won."

Retracting America's history, it is evident that the very passion and integrity of youth and rebirth of ideas have had a positive impact on society. After all, the very foundation of our country is the Constitution which was created by people with this undying thirst for reform. Events such as the Boston Tea Party, the Civil Rights Movement, Space Exploration, and other advances in technology were all made possible thanks to youthful minds.

So, as a contemporary society we must have the wisdom to heed that very call. The call for youth of all ages to express themselves. The elders are called to pass on the wisdom that they have gained through experience to the youth so that they will attain greater knowledge. Moreover, this sharing of ideas between adults and adolescents brings about the third and most important virtue, understanding. For it is through understanding one another that things can be accomplished.

America is a tune. It must be sung together. Arguing with or belittling others are only obstructions in our quest for knowledge, wisdom, and understanding. America is calling each person, young and old, black and white, Catholic or Jewish, to break away from their old, cemented ways, and return to the simple, innocent, and unbigoted ways of youth. I am not advocating a break in tradition, nor am I depicting a society of fools. I am simply suggesting that if we sing our tune in harmony, combining our individual talents to create a beautiful melody, then we are truly answering each others' call, which is indeed America's call—a microcosm of the macrocosm. We all contribute to the future of the world. Understanding is a building block for nonviolence. Martin Luther King professed that "Nonviolence is the answer to the crucial political and moral questions of our time, the need for man to overcome oppression and violence without resorting to oppression and violence."

Man must evolve for all human conflict a method which rejects aggression and retaliation. The foundation of such a method is love.

"So do not ask for whom the bell tolls; it tolls for thee." Everyone talks about a better world, a better place. But, actions speak much louder than words. In order to truly answer America's call we must begin with ourselves. Then we will radiate like sunbeams on the community. Adults, listen to the call of the youth, they have a lot to give. And youth, listen to your elders, they have much wisdom to offer also.

In conclusion, I am yearning, urging, and persistently imploring that we heed each other's call. Whether it be doing volunteer work, becoming a politician and working for the betterment of our democratic system,

becoming a research scientist and working for a cure for such deadly diseases as cancer and AIDS, or simply giving a friendly smile and treating each other with dignity and respect. Everything is a microcosm of the macrocosm. So if we want to truly answer America's call and create a better country, we must better ourselves. Then, and only then, are we truly answering America's call.

A TRIBUTE TO THE FIREFIGHTER  
CONGRESSMAN

HON. STENY H. HOYER

OF MARYLAND

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. HOYER. Mr. Speaker, on April 30, 1996, the Congressional Fire Services Caucus will pay tribute to the champions of public safety at the Eighth Annual National Fire and Emergency Services Dinner. Over 3 million citizens throughout our great Nation dedicate their lives to preserving our communities against the threat of fire and other types of disasters. They include firefighters, EMS providers, search and rescue teams, arson investigators, and instructors. The list goes on for somewhere, in each of our communities, we can name an acquaintance of ours who is prepared to respond when the alarm sounds.

Our understanding in Congress of the many challenges facing first responders has been enhanced throughout the years primarily because of one individual. CURT WELDON, our firefighting Congressman, is unique to Washington politics. Very few individuals who have served in this institution have been able to unite members from both sides of the aisle behind one cause.

Today, the Congressional Fire Services Caucus is the largest caucus in Congress. With an equal number of Republicans and Democrats, the Fire Caucus is a tribute to the relentless efforts of CURT WELDON to achieve greater recognition for first responders on Capitol Hill. Throughout the 8-year history of the Caucus, our dear colleague has traveled to the scenes of our country's worst disasters in recent memory. He was in New York City to witness the horrible aftermath of the World Trade Center bombing, in Dade County, FL, following Hurricane Andrew, and southern California after the Northridge earthquake. And each time he would return from these incidents, CURT would share his findings with fellow members to help us better understand the significance of these events and what Congress can learn from them.

On issues of great significance to the fire service and EMS, my colleagues and I often defer judgment so that we can follow Congressman WELDON's lead. When casting his vote on fire service issues, CURT is guided by his years of experience as a firefighter, where he rose through the ranks to become chief of the Marcus Hook Fire Department in Marcus Hook, PA. Each of the seven major fire service organizations, despite their differences on issues, can all come to an agreement when the issue is the benefits they have derived from one man's belief in their respective missions. That man being CURT WELDON.

When my fellow Fire Caucus cochairmen and I join the 2,000 national fire service leaders at the forthcoming dinner, we do so in thanks and appreciation to our dear friend,

CURT WELDON. This past year, he has endured some setbacks, most recently the passing of his mother, Catherine Weldon. A volunteer for charitable causes throughout her lifetime, Mrs. Weldon leaves behind a legacy supporting the fire service, American Red Cross, and other local causes. Her attributes touched many, most importantly her nine children.

What amazes me most about CURT is despite these setbacks, he continues to perform as if he were still a fire chief for Marcus Hook. Whenever the alarm sounds on Capitol Hill, CURT takes expedient action, always working in cooperation with his colleagues, to resolve whatever the emergency might be.

A friend first, and colleague second CURT WELDON represents the best in public service.

PERSONAL EXPLANATION

HON. CHARLES H. TAYLOR

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. TAYLOR of North Carolina. Mr. Speaker, on March 12, I was unavoidably detained in my district during rollcall Nos. 56-59.

Roll No. 56 was on the rule accompanying the conference report to H.R. 1561, the Foreign Relations Authorization Act. Had I been present, I would have voted "yea."

Roll No. 57 was on a motion to suspend the rules and pass House Joint Resolution 78, granting additional powers conferred upon the bi-state development agency by the States of Missouri and Illinois. Had I been present, I would have voted "yea."

Roll No. 58 was on a motion to suspend the rules and agree to House Concurrent Resolution 149, a resolution condemning terrorist attacks in Israel. Had I been present, I would have voted "yea."

Roll No. 59 was on passage of the conference report to H.R. 1561, the Foreign Relations Authorization Act. Had I been present, I would have voted "yea." This would be consistent with my "yea" vote on the bill June 6, 1995—rollcall No. 366—when it first came before the House.

UNICEF HELPING CHINESE  
ORPHANS

HON. DOUG BEREUTER

OF NEBRASKA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. BEREUTER. Mr. Speaker, this Member commends to his colleagues the following exchange of letters concerning the efforts of the United Nations Children's Fund (UNICEF) to improve the plight of orphans in the People's Republic of China. The exchange of letters was precipitated by a well-documented investigation by Human Rights Watch—Asia, published in January 1996 under the title, "Death by Default."

Earlier this year, this Member wrote to Carol Bellamy, Executive Director of UNICEF, urging that agency to expand its programs in China



and to work with the United Nations Committee on the Rights of the Child to examine China's performance in implementing its responsibilities under the UN Convention. In Ms. Bellamy's response, she describes UNICEF's program in China and provides some useful information on steps the Chinese Government is taking to improve conditions in the orphanages.

CONGRESS OF THE UNITED STATES,  
COMMITTEE ON INTERNATIONAL RELATIONS,

Washington, DC, February 2, 1996.

Ms. CAROL BELLAMY,  
Executive Director, United Nations Children's Fund, New York, NY.

DEAR MS. BELLAMY: I am writing to you regarding the tragic reports on the mistreatment of orphans in the People's Republic of China. As you know, these reports are based on a well-documented investigation by Human Rights Watch—Asia, published in January 1996 under the title, "Death by Default."

I was pleased to see the January 22, 1996, UNICEF announcement of an agreement with China to start a program to improve the care of orphans and disabled children in that country. The two training projects involved, while rather limited, represent a solid basis for increased cooperation between China and UNICEF in this crucial area. I urge you to continue to try to deepen UNICEF's involvement by expanding into all areas of the country and working with as wide a range of Chinese orphanages as possible.

There is another area where I believe UNICEF and the international community can contribute to improving conditions in China's orphanages. As a signatory to the United Nations Convention on the Rights of the Child, the People's Republic of China has certain responsibilities regarding the care of children in state-run institutions. It is apparent from the Human Rights Watch report that China has failed to live up to those responsibilities in fundamental ways.

I urge appropriate agencies of the United Nations, including UNICEF and WHO, to work closely with the UN Committee on the Rights of the Child in Geneva to examine China's performance in implementing its responsibilities under the UN Convention.

Thank you for your efforts in this area. Please keep me informed of any developments.

Best wishes,

DOUG BEREUTER,  
Vice Chairman.

UNICEF HOUSE,  
New York, NY, March 11, 1996.

Hon. DOUG BEREUTER,  
Vice Chairman, Committee on International Relations, House of Representatives, Washington, DC.

DEAR MR. BEREUTER: Many thanks for your letter of February 2 regarding the situation of children in the Child Welfare Institutes (CWIs) in the Peoples Republic of China. My apologies for the delay in responding, but I have been out of the country for much of the time since we met on February 9.

Over these past five or six weeks, our UNICEF country office in Beijing has continued its dialogue with the Government of China regarding the CWIs and I believe that they are producing some progress for the children who are living in them. As you may recall from our discussion, an understanding had already been developed with the Government in January regarding two specific adjuncts to our ongoing work in the country. The first, which implies a Needs Assessment of all institutes in the country, will identify the most "at risk" institutes throughout the

30 provinces and autonomous regions in need of a capacity building strategy which will train their staff, improve the standard of rehabilitation services, and establish improved management procedures. One Institute in each province will be upgraded to serve as a model and resource center for training and improvement of rehabilitation skills. The second focuses on in-service training of staff and trainers on child care, rehabilitation and management through National Training and Rehabilitation Centers under the Ministry of Civil Affairs.

However, in addition to the addition to these specific program activities, we have learned in the last two weeks of some importance policy changes that are underway as a result of UNICEF's cooperation with the Ministry of Civil Affairs on the situation of China's orphans. First, our China office has been advised that the Government will increase action at all administrative levels to heighten advocacy and mobilization to reduce abandonment of children. Following ratification of the Convention, the Government of China enacted the Law on the protection of Minors which considers abandonment of children a criminal activity. Second, the Ministry of Health will now provide all children found abandoned and to be admitted to any of the Institutes a complete health evaluation at a nearby hospital. Very sick children will not be forwarded to the Institutes, which do not have up-to-date medical equipment, until they have been treated. This was not done previously and will reduce the risk to seriously ill children. Third, the Government has decided to amend its present policy that the living standards of the children in the CWIs be the same as in the surrounding community. This policy has caused some disparities in the CWIs. The new policy will require a living standard that is somewhat higher than that of families living in the surrounding communities. Fourth, the Government has decided to increase the budgetary investment in the CWIs to renovate and improve their physical infrastructure.

Of course, as you have noted, the Convention on the Rights of the Child is a powerful tool with which to promote the minimum standards for the survival, development and protection of children that are now a part of international law. The Government of China has ratified the Convention and we look forward to our continuing cooperation with the Government to ensure that these standards become a reality for all of China's children.

Many thanks for your support.

Sincerely,

CAROL BELLAMY,  
Executive Director.

#### ARIZONA'S VOICE OF DEMOCRACY SCHOLARSHIP RECIPIENT

HON. BOB STUMP

OF ARIZONA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 23, 1996

Mr. STUMP. Mr. Speaker, it gives me great pleasure to announce that Matthew P. Reece, who resides in the Third Congressional District of Arizona, is the Arizona State winner of the Veterans of Foreign Wars Voice of Democracy Scholarship. Matt, a senior at Bradshaw Mountain High School, was named a national winner in the 1996 Voice of Democracy Program and the recipient of the \$1,000 Department of Wyoming and its Ladies Auxiliary Scholarship Award. VFW Post 10227 in Prescott Valley, AZ sponsored him. I am pleased

that Matt was among the 54 national scholarship recipients who received more than \$118,000. I commend to the attention of my colleagues Matt's award winning essay on "Answering America's Call."

#### ANSWERING AMERICA'S CALL

(By Matthew P. Reece)

Answering America's call is taking the time to pick up the phone and just listen. America is calling but if we fail to answer the call, America's voice will soon die away. So come on, pick up the phone.

Ring . . . Ring . . . Ri . . .

Hello.

Yes, this is America calling for the leaders of the 21st century.

Is this a crank call or what?

No. I'm surveying young people of America. I want to know your definition of democracy and if you think democracy will survive in the next century.

I don't know about definitions. I guess democracy is a government of, by, and for the people. Democracy is about freedom for the people. It's difficult to put in words. Some have tried. H.L. Mencken called democracy, "The art of running a circus from the monkey cage." George Bernard Shaw sneered, "It substitutes selection by the incompetent many for the appointment by the corrupt few." Educator Alexander Meiklejohn panned it as, "A government where you can say what you think, even if you don't think." Finally, Winston Churchill said, "Democracy is the worst system devised by the wit of man, except for all others. Obviously the intellectuals can't define democracy. Democracy defies definition. I, however, know that democracy is about people and their yearning for freedom, assuming responsibility for that freedom, and grabbing the golden ring of opportunity for life and the pursuit of happiness.

Young person . . . In speaking with others like you, democracy appears in disrepair: Voter turnout is at an all-time low, political campaigns are financed by the wealthy, special interest groups; the media has frozen our common sense and critical thinking. Our people are intensely concerned about drugs, crime, the crazies on the right and left; children having children, teens killing teens, sex and violence, soleless materialism and a gridlocked government that can't curb a national debt headed for the moon.

I've also heard that the "Political Vehicle" built by the founding fathers has degenerated into a "Runaway Antique at the risk of losing its wheels." I don't agree with the perception. I see democracy on a roll with new regeneration for the 21st century.

You see, Government is not democracy. Democracy includes; Sam Adams staging the Boston Tea Party, Martin Luther King leading a march on Washington, Rosa Parks refusing to give up her seat. Democracy is what happens when free men and women get together and make something for the good of all.

We have the freedom; we can assume the responsibility; we have the faith for opportunity. We can change a community, create a business, or even become president. We always have the choice.

In exercising that choice we have to recognize the freedoms given to us; such as the bill of Rights, where mankind is given; the right to free speech, the right to a trial by jury, the right to petition and protest against people or events that are unpopular.

In turn we must assume the responsibility for our freedom. We need to vote for what we believe in and continue what past generations have started; such as peaceful relations with other nations.

Finally, we must keep the faith that freedom of choice will exist in the 21st century.

That faith can be bolstered by: participation in the community, information gathering that is fair and accurate and balancing our endeavors. We need to sacrifice our personal wants and needs for the common good.

America, I need to go—I have another call, but don't worry, I'm not hanging up on you. I'm putting you on hold or on an answering service. You can call me collect anytime. I owe America and I guarantee I'll repay my debt in the 21st century.

I'll take charge of a local reforestation project and participate in discussions affecting my local area or even the nation. I'll make sure and stay informed and help others to do the same. Freedom is a part of the human spirit and helping others is what freedom is all about.

Thank you, young person for taking the time to listen to my call for action. If I have gotten through to you then there is hope for all of us.

Always remember what President Truman said at his inaugural address: "Only by helping the least fortunate of its members can the human family achieve the decent, satisfying life that is the right of all people."

#### TRIBUTE TO THOMAS E. MOSELEY

HON. FRANK TEJEDA

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. TEJEDA. Mr. Speaker, I rise to pay tribute to a veteran of education, Mr. Thomas E. Moseley. Mr. Moseley has touched the lives of students for 41 years, expanding minds and intellects as a teacher, a coach, a principal, and as superintendent. Mr. Moseley will retire at the end of this school year, and I could not let this event pass without commenting on his many achievements.

Mr. Moseley has served on every level of education. He began as a biology teacher and golf coach, first at Hondo High School and later at Robert E. Lee High School in San Antonio. After serving as a teacher and a State champion golf coach at Lee High School for 4 years, he moved up as the assistant principal of the school. Five years later, Mr. Moseley achieved the rank of principal of Nimitz Middle School. He held this title for 3 years and then moved over to Roosevelt High School to serve as principal. In 1980, Mr. Moseley became the superintendent of the Fort Sam Houston school district, where he has served for the past 16 years. Through these work experiences, Mr. Moseley developed a philosophy which took schools to higher educational levels.

As superintendent of Fort Sam Houston ISD, Mr. Moseley achieved numerous personal and educational honors. Both of the Fort Sam Houston schools have been named blue ribbon schools by the U.S. Department of Education through their excellence as impact aid schools. The Texas School of Business named Mr. Moseley the "March Educator of the Month" in 1990. In 1986, Mr. Moseley was named as "Superintendent of the Year" by Region 20, an honor which speaks for itself. The University of North Texas named the educator "Outstanding Alumni of the Year" in 1992. In addition to his many honors, he currently serves on the University of North Texas Alumni Board, the USO Board, the Texas Academic Decathlon Board, as well as the Greater San Antonio Chamber of Commerce.

However, if Mr. Moseley were standing with me here today, he would not allow me to brag about his achievements. He is most honored by his students, his teachers, his friends—the people who benefited from his leadership and personal philosophy. Mr. Moseley's style of leadership is best described by his quote, "much can be accomplished if you don't mind who gets credit." This justly sums up Mr. Moseley's method of leadership. This educator believed in the education business. He saw teaching as a service to the classroom and the students. His decisions on administration duties, teaching priorities, even coaching, were always based on what was best for the kids. Through the actions of Mr. Moseley, others benefited.

Mr. Thomas E. Moseley will close the book this year on one of the most successful educational campaigns—his own. As the educational career of this 41-year veteran comes to a conclusion, I stand here to applaud him for a job well done. Mr. Moseley, thank you for instilling the value of education in the numerous lives that you have touched. Thank you for your dedication to impact aid schools and the schools of San Antonio. I trust that in your retirement you will touch just as many lives as you have in your educational career.

#### IN SUPPORT OF H.R. 3249, THE MARINE MINERAL RESOURCES INSTITUTE ACT

HON. ROGER F. WICKER

OF MISSISSIPPI

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 23, 1996*

Mr. WICKER. Mr. Speaker, today I am pleased to join my colleague from Hawaii, Mr. ABERCROMBIE, in support of H.R. 3249, legislation to continue a valuable marine minerals resource program. Since its inception in 1988, this program has had as its primary goal the environmentally responsible exploration and development of mineral resources found within our Nation's Exclusive Economic Zone [EEZ]. This region covers more area than the United States proper and contains a resource base estimated in the trillions of dollars. By successfully merging the skills of academia and the talents of industry, this program is working to place the United States well above its international competitors in underwater technology development. At the same time, this program invests in the future by providing graduate students with first-hand training in marine mineral development.

At present, the United States is in danger of being surpassed by other nations that are aggressively pursuing the development of environmentally friendly ocean mining technology. Japan, the United Kingdom, France, and China, in particular, have devoted considerable time and money toward developing such technologies and promoting industry support. This program directs successful applied research efforts with numerous concrete accomplishments. To meet future challenges, researchers are working to develop surveying and sampling systems for use in locating important mineral deposits. The systems can be used for locating sand resources for coastline stabilization and beach replenishment. In addition, they are essential in assessing and monitoring pollutants in river and oceanic sedi-

ments. Researchers are also working to develop an acoustical filter system to control dredging turbidity and to process industrial waste.

For a relatively small input of Federal money, a strong relationship has been forged between Federal, academic, and industry teams to address problems in marine resources and the environment. I ask my colleagues to join us in supporting this exceptional program.

#### COOPERATIVE TEAMS IN THE AMERICAN WORKPLACE

HON. THOMAS C. SAWYER

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

*Wednesday, April 24, 1996*

Mr. SAWYER. Mr. Speaker, I rise today to insert in the RECORD the text of an address recently given by National Labor Relations Board Chairman William B. Gould on the subject of cooperative teams in the American workplace. I believe it is a significant contribution to the ongoing congressional debate on the legality of employee involvement structures.

Currently, the National Labor Relations Act prohibits employer-dominated teams if they discuss wages, hours or other conditions of employment. That policy was enacted over 60 years ago to prevent employers from setting up company unions as a means to block employee efforts to obtain truly independent representation for the purpose of collective bargaining.

Last year, Congressman STEVE GUNDERSON introduced H.R. 743, the Team Act, which was intended to make all workplace teams legal, regardless of the content of their discussions. When the House considered H.R. 743, I offered a substitute amendment that was intended to protect legitimate employee involvement structures, without allowing employer-dominated sham unions.

My substitute would have clarified that teams established to discuss productivity, efficiency or other competitiveness issues are currently legal under the National Labor Relations Act. More importantly, it would also have preserved one of the fundamental tenets of the NLRA—that employees must be able to choose effective independent representation for discussions of terms and conditions of employment, such as hours, wages, and other matters typically discussed in collective-bargaining negotiations.

However, my substitute also recognized that such issues are sometimes inextricably linked with competitiveness. It would have protected legitimate workplace teams, even if their discussions occasionally touched on directly related conditions of work.

In his speech, chairman Gould expresses support for this type of approach and issues a broad call for allowing the NLRB to conduct its statutory responsibility to apply the basic principles of the NLRA to specific cases. He specifically voices opposition to the Team Act, and makes the case that recent Board decisions have begun to address the concerns of Team Act supporters. He also reviews his successful efforts since becoming chairman 2 years ago to streamline and improve the Board's decision-making process.

Mr. Speaker, the Senate has begun to consider the legality of workplace teams, so these issues may be before the House again soon. In preparation for this, I commend chairman Gould's speech to my colleagues.

NATIONAL LABOR RELATIONS BOARD  
LUNCHEON ADDRESS

(By William B. Gould IV, Chairman)

I am honored to address this Seventeenth Annual Labor-Management Relations Seminar, which has a long history of constructive contributions to labor-management relations in the United States. It is a pleasure to be here to discuss with you some of the recent developments and issues of current concern involving the National Labor Relations Board.

Not only is this a chance to access the direction of the Board on the eve of the second anniversary of my confirmation as Chairman by the Senate—but also on a more personal note on that same day, March 2, I will be in Los Angeles to attend the wedding of my second oldest son, Timothy Samuel Gould, the first of the three Gould boys to exchange marital vows. Thus, both professionally and personally, it is a time for celebration as well as reflection about the past and contemplation on the years to come.

The two years have passed quickly and have been a real learning experience, not so much in labor law—though I am continuously dazzled by new doctrines and precedents which somehow escaped my scrutiny in a quarter of a century of teaching and writing and 6 years of practice—but in the ways and politics of Washington. This was not new to me in an intellectual sense, but to live it has been a unique experience.

As you know, the TEAM Act was passed by the House of Representatives in September 1995, and is now pending before the Senate.

That bill would make inoperative Section 8(a)(2)'s strictures against employer dominated or assisted labor organizations to most situations where a "sham" union necessitates the intervention of law. My sense is that the TEAM Act is an inappropriate response to whatever problems exist under Section 8(a)(2) and that they would promote the rise of sham or dependent labor organizations, a result most undesirable under a statutory policy which promotes autonomy and self-determination. And, most important, the Board since last summer, has attempted to affirmatively promote legitimate employee cooperation programs under the statute as written.

As you know, there are two parts of the legal problem under the NLRA. In order for a company union problem to arise under Section 8(a)(2) an employee organization must be found to be a "labor organization" within the meaning of the Act. In this regard, the Supreme Court in *NLRB v. Cabot Carbon Co.* established an extremely broad definition for labor organization almost 40 years ago—it covers far more entities than unions which we typically think of as labor organizations—and, thus, has made many such employee mechanisms fit the statutory definition.

This is an important part of the problem because an organization can be only "unlawfully" assisted or dominated under Section 8(a)(2) if it meets the labor organization test. Last summer I addressed both issues in my separate concurring opinion in *Keeler Brass Co.* Though I found that the Grievance Committee in that case was a labor organization within the meaning of the Act, I explicitly stated that I would not find other employee groups to fall within the definition. I stated that I agreed with the Board decisions of the 1970s which had held employee participation groups not to be labor organizations. In

those cases the Board held that employee groups which rendered final decisions and did not interact with management performed "purely adjudicatory functions" which had been delegated to it by employers and thus did not "deal with" the employer within the meaning of Section 2(5) of the Act which defines a labor organization. I stated that I fully agreed with the Board's decision and rationale in those cases and that they are "... consistent with the movement toward cooperation and democracy in the workplace which I have long supported," I further stated:

"This movement is a major advance in labor relations because, in its best form, it attempts nothing less than to transform the relationship between employer and employees from one of the adversaries locked in unalterable opposition to one of partners with different but mutual interests who can cooperate with one another. Such a transformation is necessary for the achievement of true democracy in the workplace. However, it does pose a potential conflict with the National Labor Relations Act, enacted in 1935 at a time when the adversarial struggle between management and labor was at its height."

In *Keeler Brass* I concluded that the Committee, since it did not have the authority to adjudicate, was not covered by the precedent which I embraced in that opinion. Since it made recommendations about grievances and employment conditions—recommendations about which the Committee was not the final arbiter—it was a labor organization within the meaning of the Act. Accordingly, I then considered the question of whether the employer had unlawfully dominated or interfered with the labor organization in question.

In considering this issue I stated my approval of the Court of Appeals for the Seventh Circuit's approach to this issue in the landmark *Chicago Rawhide* decision. The court established in that case, as I noted in my concurring opinion, a demarcation line between support and cooperation. As I said:

"The court defined support as the presence of 'at least some degree of control or influence,' no matter how innocent. Cooperation, on the other hand, was defined as assisting the employees or their bargaining representatives in carrying out their 'independent intentions.' The court went on to find that assistance or cooperation may be a means of domination, but that the Board must prove that the assistance actually produces employer control over the organization before a violation of Section 8(a)(2) can be established. Mere potential for control is not sufficient; there must be actual control or domination. The court set forth the following test: 'The test of whether an employee organization is employer controlled is not an objective one but rather subjective from the standpoint of the employees.'"

I said in *Keeler Brass*—and say here again today—that I approve of the Seventh Circuit's statement holding promoting good and cooperative relationships. I also agree that the subjective views of the employees must be taken into account as the Seventh Circuit said in both *Chicago Rawhide* and *Electromation*—but that to rely completely upon employee satisfaction would undermine extant Supreme Court precedent.

Although the employee cooperative program in *Chicago Rawhide* originated with the employees, I said in *Keeler Brass* that an employee group does not have to originate with employees but can be promoted or suggested by the employer and not run afoul of the prohibitions against assistance and domination. As I said:

"I do not think these efforts are unlawful simply because the employer initiated them.

The focus should, instead, be on whether the organization allows for independent employee action and choice. If, for example, the employer did nothing more than tell employees that it wanted their participation in decisions concerning working conditions and suggested that they set up a committee for such participation, I would find no domination provided employees controlled the structure and function of the committee and their participation was voluntary."

Thus, I noted in *Keeler Brass* that the factors in favor of dismissal were that the employer did not create the committee in response to a union organizational campaign, that the committee was voluntary and employees were the voting members of the committee and all of them were elected by employees. Accordingly, I was of the view that there was some measure of free choice and "scope for independence." On the other hand, the fact that the employer set time limits for terms for membership, established eligibility rules and election procedures and conducted the election, announced the results of the election, dictated the number of employees who could serve on the committee, established meeting days and allowed special meetings to be held only with management approval argued in favor of unlawful domination. As I said:

"These elements of control indicates that the committee is not capable of action independent of the employer. Perhaps the most telling aspect of dependency is that the committee cannot even make a decision about when it will meet without prior approval from the employer."

I am of the view that the Board in these past two years moved closer to the support for employee cooperative programs which I expressed last summer in a series of decisions issued on December 18, 1995. For instance, in *Stoody Company* a unanimous Board said: "We support an interpretation of the Act which would not discourage such [employee participation] programs." In this case the employer created a committee, the Handbook Committee, to gather information about sections in the handbook which were inconsistent with the current practice, that were obsolete or that were misunderstood by employees. The committee was not established to discuss wages, benefits or working conditions. But during the only meeting of the committee, which lasted one hour, employees raised questions concerning vacation time and the employer's representative participated in these discussions. Subsequently, the company stated again that the committee was not designed to discuss such subjects.

The Board in *Stoody Company* rejected the view that the employee group in question was a labor organization within the meaning of the Act. Thus, the prohibitions regarding unlawful assistance and domination were inapplicable. In an important passage which ought to get the attention of the Senate when it considers the TEAM Act in the coming months, the Board said the following:

"Drawing the line between a lawful employee participation program and a statutory labor organization may not be a simple matter because it may be difficult to separate such issues as operations and efficiency from those concerning the subjects listed in the statutory definition of labor organization. If parties are burdened with the prospect that any deviation, however temporary, isolated, or unintended, from the discussion of a certain subject, will change a lawful employee participation committee into an unlawfully dominated labor organization, they may reasonably be reluctant to engage in employee participation programs."

The Board then noted that employees had initiated the discussion of working conditions which would have argued for a labor organization finding and said the following:

"What happened here appears to us to be the kind of situation that is likely to occur when an employer is attempting something new and its supervisors have little or no experience with participation efforts. Absent evidence of a pattern or practice, or of a design to interfere with the organizing efforts of an independent labor organization, we do not think such conduct violates the Act."

The labor organization aspect of this issue was also presented in *Webcor Packaging, Inc.* where a plant council was designed to offer recommendations to management about proposed changes in working conditions, such as wages, and management would consider whether to accept or reject these recommendations. The Board found that the council existed to deal with variety of grievances involving employment conditions including issuing employee vacation paychecks, payment for safety shoes. Unlike the cases which the Board had decided in the '70s in which I found to be appropriate decisions in *Keeler Brass*, the council had no authority to make decisions on its own. All that was involved was an obligation on the part of management to take the matter under advisement and consider the employee proposal very seriously. Said the Board:

"We accordingly conclude that the record evidence establishes that the Plant Council existed for the purpose, at least in part, of following a pattern or practice of making proposals to management which would be considered and accepted or rejected, and that such a pattern in fact occurred."

"Accordingly, the Board found that the council was a labor organization which was 'dealing with' management. Since the record established that the council was a creation of management and that its structure and function were essentially determined by it, unlawful domination under Section 8(a)(2) was found to exist."

In another decision, *Vons Grocery Co.*, the question was whether an employee participation group interfered with the union's role as exclusive bargaining representative. In this case, the employer created an entity known as the Quality Circle Group (QCG). The group dealt with dress code matters and an accident point system for truck drivers, reaching agreement on the former matter. We concluded that there was no pattern of practice of making proposals to management and that the proposals on a dress code and accident point policy were "... an isolated incident in the long life of the QCG." And we noted that even in that situation, the union was informed of proposals and brought into consultation before any decision was made. When the union complained about the role of QCG representatives, the employer immediately changed the format so as to include a union steward at each meeting. The Board concluded, in a vein similar to *Stoody*, that one incident did not make a pattern of practice of dealing with the employer within the meaning of Section 2(5). We thus dealt with this matter in a manner similar to our conclusion in *Stoody*. We said:

"In sum, we do not believe that this one incident [the dress code and accident policy] should transform a lawful employee participation group into a statutory labor organization. We do not believe that what happened here poses the dangers of employer domination of labor organizations that Section 8(a)(2) was designed to prevent."

These four December 18 decisions are all compatible with the strong support for employee cooperation that I articulated in my July 14, 1995 concurring opinion in *Keller Brass*. Acceptance of this approach makes it

clear that the TEAM Act, as presently drafted, is unnecessary.

Nonetheless, as I wrote 3 years ago in *Agenda for Reform*, a revision of Section 8(a)(2) is desirable. The difficulties involved in determining what constitutes a labor organization, under the Act as written, subjects employees to unnecessary and wasteful litigation and mandates lay people to employ counsel, when they are only attempting to promote dialogue and enhance participation and cooperation.

The law's insistence upon a demarcation line—a line admittedly made less rigid by the common sense approach that we undertook in both *Stoody* and *Vons Grocery*—between management concerns like efficiency on the one hand, and employment conditions on the other, simply does not make sense. The line is synthetic and inconsistent with contemporary realities of the workplace where it is impossible to distinguish between the pace of the work or production standards and quality considerations for which all employees can and should have responsibility.

Accordingly, Congress and the President should amend Section 8(a)(2) so as to allow all employee committees and councils and quality work circles to function, addressing any and all subjects outside any cloud of illegality—and to allow employers to devise proposals and assist such mechanisms free from liability so long as employee autonomy is protected and respected. In connection with such employee groups, the Act's prohibition against assistance should be eliminated altogether. In this way, employee participation and involvement would be promoted, sham unions discouraged, and wasteful, sometimes acrimonious litigation about what constitutes a labor organization eliminated. But this is hardly the answer to what ails Section 8(a)(2) set forth in the TEAM Act.

This was the objective of Congressman Thomas Sawyer's bill which he proposed last fall as a substitute for the TEAM Act. It was designed to encourage productivity and quality teams without opening the door to sham unions—which I believe is a constructive approach.

We must move beyond the "them and us" mentality of an adversarial model which exclude cooperation between employees and management. Employees should be able to collaborate with management in establishing such teams, setting the agenda for meetings, determining voting procedures for election of representatives and on debated issues.

Only a month ago, in his State of the Union message, President Bill Clinton said:

When companies and workers work as a team, they do better. And so does America.

The President's road is the road of dialogue, cooperation and settlement processes rather than litigation. That is the road taken by our small and independent administrative Agency through our new ALJ rules, my concurring opinion in *Keeler Brass* and our December 18 rulings.

#### HONORING THE TAYLORS CROSSROADS VOLUNTEER FIRE DEPARTMENT

HON. BART GORDON

OF TENNESSE

IN THE HOUSE OF REPRESENTATIVES

Wednesday, April 24, 1996

Mr. GORDON. Mr. Speaker, I am taking this opportunity to applaud the invaluable services provided by the Taylors Crossroads Volunteer Fire Department. These brave, civic minded people give freely of their time so that we may all feel safer at night.

Few realize the depth of training and hard work that goes into being a volunteer firefighter. To quote one of my local volunteers, "These fireman must have an overwhelming desire to do for others while expecting nothing in return."

Preparation includes twice-monthly training programs in which they have live drills, study the latest videos featuring the latest in firefighting tactics, as well as attend seminars where they can obtain the knowledge they need to save lives. Within a year of becoming a volunteer firefighter, most attend the Tennessee Fire Training School in Murfreesboro where they undergo further, intensified training.

When the residents of my district go to bed at night, they know that should disaster strike and their home catch fire, well-trained and qualified volunteer fire departments are ready and willing to give so graciously and generously of themselves. This peace of mind should not be taken for granted.

By selflessly giving of themselves, they ensure a safer future for us all. We owe these volunteer fire departments a debt of gratitude for their service and sacrifice.

#### CHERNOBYL NUCLEAR DISASTER RESOLUTION

HON. CHRISTOPHER H. SMITH

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

Wednesday, April 24, 1996

Mr. SMITH of New Jersey. Mr. Speaker, I rise today to introduce a resolution which recognizes the 10th anniversary of the Chernobyl nuclear disaster, the worst in recorded history, and supports the closing of the Chernobyl nuclear powerplant. Yesterday, I chaired a Helsinki commission hearing that examined the devastating consequences of the Chernobyl disaster. That hearing, Mr. Speaker, featured the ambassadors of Ukraine and Belarus, the two countries most gravely affected by the disaster. Professor Murray Feshback of Georgetown University and Alexander Kuzma of the Children of Chernobyl Relief Fund also provided sound scientific and medical details about the public health crisis that exists.

A decade ago, in the early morning hours of April 26, 1986, reactor No. 4 at the Chernobyl nuclear powerplant exploded, releasing into the atmosphere massive quantities of radioactive substances. The highest amount of radioactive fallout was registered in the vicinity immediately surrounding Chernobyl, some 60 miles north of Ukraine's capital, Kiev. At that time, the prevailing winds were directed north to northwest, so that Belarus received some 70 percent of the total radioactive fallout. Subsequent shifts of the wind, and rainfall, affected northern Ukraine, southwest Russia and beyond, with excessive levels of radiation recorded in northern Scandinavia, various parts of continental Europe, and even as far away as coastal Alaska. Estimated total radioactivity from the blast was 200 times more radioactivity than was released from the atomic bombs dropped at Hiroshima and Nagasaki combined.

Ten years ago, Mr. Speaker, Chernobyl left its indelible mark on the world's consciousness. Given the monumental consequences of Chernobyl and its devastating toll on the environment and on the health of the surrounding

population, this disaster must neither be forgotten nor repeated. Indeed, Chernobyl can never be forgotten by those most directly affected. The tragedy is ongoing. And with each passing anniversary, we uncover more and more about its devastating impact and serious radiological, health and socioeconomic consequences, especially on the populations of Ukraine, Belarus, and western Russia.

Millions of people—including about 1 million children—in Ukraine, Belarus and western Russia were exposed to dangerously high levels of radiation. Millions continue to live in areas contaminated to one degree or another. Children, in particular, have experienced alarming increases in thyroid cancer and other conditions. These trends have accelerated since the disaster and are expected to increase well into the future. In Belarus Gomel region, for instance, which was one of the hardest hit areas, thyroid cancer among children is at least 200 times that of preaccident. Scientists differ over the extent of Chernobyl-related diseases, but few deny that children have been hardest hit by the radiological aftermath. Given the devastating humanitarian, ecological and economic consequences, the resolution calls upon the President to support continued and enhanced U.S. assistance to provide medical relief, humanitarian assistance, social impact planning, and hospital development for Ukraine, Belarus, Russia and other nations most heavily afflicted.

Because this disaster is the only one of its magnitude, there is much about its long-term health consequences we do not yet know. Among the most affected were the so-called “liquidators”, the hundreds of thousands of people who worked to clean up after the accident. Many received substantial doses of radi-

ation. Estimates vary on how many of them have died or become seriously ill. However, we must learn more about the health of those most affected by the disaster, especially the children who were exposed to substantial doses of radiation. The resolution encourages national and international health organizations to expand the scope of research of the public health consequences of Chernobyl. Such research could help not only those directly affected, but can also ensure that the entire world can benefit from the findings.

By supporting assistance and research efforts, we will be doing our part to help overcome the devastating legacy of Chernobyl. Unfortunately, there are still 15 RBMK, Chernobyl-type reactors still being utilized in the former Soviet Union, most of them in Russia. The international community can help Ukraine and Russia improve the safety of their nuclear reactors, especially since Ukraine relies substantially on nuclear power for its energy needs.

Mr. Speaker, one very important component of this resolution is that it urges Ukraine to continue its negotiations with the G-7 to implement the December 20, 1995 memorandum of understanding which calls for all nuclear reactors at Chernobyl to be shut down in a safe and expeditious manner by the year 2000. The resolution calls upon the President to support the process of closing Chernobyl as envisioned by the MOU.

The signatories to the MOU recognize the tremendous costs involved in closing down Chernobyl and its impact on a country undergoing the unbelievably difficult transition from communism to a market-oriented democracy. Ukraine devotes more of its resources to dealing with the Chernobyl aftermath than for its

military. According to testimony from the Belarusian Ambassador, Belarus is compelled to spend year in and year out up to 25 percent of its budget to try to cope with the aftermath of Chernobyl. In response, the G-7 has thus far committed some \$3 billion in loans and grants to assist with the closure of Chernobyl. Recognizing the country's dire energy situation, equally important is the G-7's broader cooperation with Ukraine to impose market discipline on its inefficient energy sector and make it more rational. Moreover, the MOU recognizes the implications—for the thousands of workers and their families—of closing the Chernobyl plant.

The Chernobyl nuclear disaster marks a tragic milestone in the history of Ukraine, Belarus, and the world. This week we commemorate the 10th anniversary of this nuclear explosion, one of the most bitter legacies of Soviet communism. The legacy has had tremendous and mounting human costs. Its environmental, medical, social, political and economic consequences continue to have a profound impact on countries in the region, especially on Ukraine and Belarus and western Russia, which bore the brunt of Chernobyl's radioactive fallout.

Mr. Speaker, this resolution which is also being introduced in the Senate is important and timely. I am joined by my colleagues Rep. BEN GILMAN, Rep. FRANK WOLF, Rep. BEN CARDIN, Rep. ED MARKEY, Rep. MATT SALMON, Rep. BOB TORRICELLI, Rep. SANDER LEVIN, Rep. DAVID BONIOR, Rep. RICHARD DURBIN, and Rep. LUIS GUTIERREZ in introducing this resolution and I urge our colleagues to support the measure.

## SENATE COMMITTEE MEETINGS

Title IV of Senate Resolution 4, agreed to by the Senate on February 4, 1977, calls for establishment of a system for a computerized schedule of all meetings and hearings of Senate committees, subcommittees, joint committees, and committees of conference. This title requires all such committees to notify the Office of the Senate Daily Digest—designated by the Rules Committee—of the time, place, and purpose of the meetings, when scheduled, and any cancellations or changes in the meetings as they occur.

As an additional procedure along with the computerization of this information, the Office of the Senate Daily Digest will prepare this information for printing in the Extensions of Remarks section of the CONGRESSIONAL RECORD on Monday and Wednesday of each week.

Meetings scheduled for Thursday, April 25, 1996, may be found in the Daily Digest of today's RECORD.

## MEETINGS SCHEDULED

## APRIL 26

10:00 a.m.  
Commission on Security and Cooperation in Europe  
To hold a briefing on the ethnic Turkish minority of Greece.  
2200 Rayburn Building

## APRIL 29

3:00 p.m.  
Armed Services  
Personnel Subcommittee  
Closed business meeting, to mark up those provisions which fall within the subcommittee's jurisdiction of a proposed National Defense Authorization Act for fiscal year 1997.  
SR-222

## APRIL 30

9:30 a.m.  
Appropriations  
VA, HUD, and Independent Agencies Subcommittee  
To hold hearings on proposed budget estimates for fiscal year 1997 for the Federal Emergency Management Agency.  
SD-192

Commerce, Science, and Transportation  
To hold hearings on the proposed nomination of Michael Kantor, of California, to be Secretary of Commerce.  
SR-253

Governmental Affairs  
Oversight of Government Management and the District of Columbia Subcommittee  
To hold hearings to examine aviation safety, focusing on the training and supervision of Federal Aviation Administration inspectors.  
SD-342

10:00 a.m.  
Armed Services  
Readiness Subcommittee  
Business meeting, to mark up those provisions which fall within the subcommittee's jurisdiction of a proposed National Defense Authorization Act for fiscal year 1997.  
SR-232A

Foreign Relations  
To hold hearings on the nominations of Wendy Jean Chamberlin, of Virginia,

to be Ambassador to the Lao People's Democratic Republic, Thomas C. Hubbard, of Tennessee, to be Ambassador to the Republic of the Philippines and to serve concurrently and without additional compensation as Ambassador to the Republic of Palau, and Glen Robert Rase, of Florida, to be Ambassador to Brunel Darussalam.  
SD-419

Judiciary  
To hold hearings to examine affirmative action in California.  
SD-226

11:00 a.m.  
Armed Services  
Acquisition and Technology Subcommittee  
Closed business meeting, to mark up those provisions which fall within the subcommittee's jurisdiction of a proposed National Defense Authorization Act for fiscal year 1997.  
SR-222

2:30 p.m.  
Armed Services  
Airland Forces Subcommittee  
Closed business meeting, to mark up those provisions which fall within the subcommittee's jurisdiction of a proposed National Defense Authorization Act for fiscal year 1997.  
SR-222

Commerce, Science, and Transportation  
Oceans and Fisheries Subcommittee  
To hold hearings On S. 1420, to support the International Dolphin Conservation Program in the eastern tropical Pacific Ocean.  
SR-253

4:30 p.m.  
Armed Services  
SeaPower Subcommittee  
Closed business meeting, to mark up those provisions which fall within the subcommittee's jurisdiction of a proposed National Defense Authorization Act for fiscal year 1997.  
SR-232A

6:00 p.m.  
Armed Services  
Strategic Forces Subcommittee  
Closed business meeting, to mark up those provisions which fall within the subcommittee's jurisdiction of a proposed National Defense Authorization Act for fiscal year 1997.  
SR-222

## MAY 1

9:00 a.m.  
Armed Services  
Closed business meeting, to mark up a proposed National Defense Authorization Act for fiscal year 1997, and to receive a report from the Senate Select Committee on Intelligence on the Intelligence Authorization Act for Fiscal Year 1997.  
SR-222

9:30 a.m.  
Appropriations  
Defense Subcommittee  
To hold hearings on proposed budget estimates for fiscal year 1997 for the Department of Defense, focusing on Reserve and National Guard programs.  
SD-192

Rules and Administration  
To resume hearings on issues with regard to the Government Printing Office.  
SR-301

2:00 p.m.  
Appropriations  
Foreign Operations Subcommittee  
To hold hearings on proposed budget estimates for fiscal year 1997 for foreign

assistance programs, focusing on the New Independent States.  
SD-138

2:30 p.m.  
Commerce, Science, and Transportation  
Aviation Subcommittee  
To hold hearings to examine airport revenue diversion.  
SR-253

## MAY 2

9:00 a.m.  
Appropriations  
Interior Subcommittee  
To hold hearings on proposed budget estimates for fiscal year 1997 for energy conservation programs.  
SD-116

Armed Services  
Closed business meeting, to continue to mark up a proposed National Defense Authorization Act for fiscal year 1997.  
SR-222

9:30 a.m.  
Energy and Natural Resources  
Forests and Public Land Management Subcommittee  
To hold hearings on S. 1401, to amend the Surface Mining Control and Reclamation Act of 1977 to minimize duplication in regulatory programs and to give States exclusive responsibility under approved States program for permitting and enforcement of the provisions of that Act with respect to surface coal mining and reclamation operations, and S. 1194, to amend the Mining and Mineral Policy Act of 1970 to promote the research, identification, assessment, and exploration of marine mineral resources.  
SD-366

10:30 a.m.  
Appropriations  
Interior Subcommittee  
To hold hearings on proposed budget estimates for fiscal year 1997 for fossil energy, clean coal energy, the Strategic Petroleum Reserve, and the Naval Petroleum Reserve.  
SD-116

## MAY 3

9:30 a.m.  
Appropriations  
VA, HUD, and Independent Agencies Subcommittee  
To hold hearings on proposed budget estimates for fiscal year 1997 for the Department of Veterans Affairs.  
SD-192

## MAY 7

10:00 a.m.  
Judiciary  
To resume hearings on S. 1284, to amend title 17 to adapt the copyright law to the digital, networked environment of the National Information Infrastructure.  
SD-106

Joint Library  
Business meeting, to consider a report of the General Accounting Office on the Library of Congress.  
SR-301

## MAY 8

10:00 a.m.  
Veterans' Affairs  
To hold hearings to examine the reform of health care priorities.  
SR-418



2:00 p.m.

MAY 15

SEPTEMBER 17

## Appropriations

VA, HUD, and Independent Agencies Subcommittee

To hold hearings on proposed budget estimates for fiscal year 1997 for the Department of Housing and Urban Development.

SD-192

2:00 p.m.

## Appropriations

VA, HUD, and Independent Agencies Subcommittee

To hold hearings on proposed budget estimates for fiscal year 1997 for the National Aeronautics and Space Administration.

SD-192

9:30 a.m.

## Veterans' Affairs

To hold joint hearings with the House Committee on Veterans' Affairs to review the legislative recommendations of the American Legion.

334 Cannon Building

## Appropriations

Treasury, Postal Service, and General Government Subcommittee

To hold hearings on proposed budget estimates for fiscal year 1997 for the Internal Revenue Service, Department of the Treasury.

SD-138

MAY 17

9:30 a.m.

## Appropriations

VA, HUD, and Independent Agencies Subcommittee

To hold hearings on proposed budget estimates for fiscal year 1997 for the Corporation for National and Community Service.

SD-192

10:00 a.m.

## Appropriations

Commerce, Justice, State, and the Judiciary Subcommittee

To hold hearings on proposed budget estimates for fiscal year 1997 for the Department of State.

S-146, Capitol

## CANCELLATIONS

APRIL 25

MAY 9

9:30 a.m.

## Indian Affairs

To hold oversight hearings on the impact of the U.S. Supreme Court's recent decision in *Seminole Tribe v. Florida* on the Indian Gaming Regulatory Act of 1988.

SD-G50

MAY 24

9:30 a.m.

## Appropriations

VA, HUD, and Independent Agencies Subcommittee

To hold hearings on proposed budget estimates for fiscal year 1997 for the Environmental Protection Agency.

SD-192

## POSTPONEMENTS

APRIL 25

9:30 a.m.

## Commerce, Science, and Transportation

To hold hearings on proposed legislation authorizing funds for the Federal Trade Commission.

SR-253